

COMMISSIONERS' ORDINANCE NO. O-xx-____

AN ORDINANCE AMENDING SECTION 33.06 OF THE COVINGTON
CODE OF ORDINANCES, REGARDING THE REPAYMENT OF
TRAINING COST FOR THE POLICE DEPARTMENT.

* * * *

WHEREAS, Kentucky Revised Statute § (KRS) 70.290 was amended by 2023 Senate Bill 101 to increase the time period for reimbursement of training cost for newly hired peace officers, from three to five years; and

WHEREAS, The provisions of KRS § 70.290 were adopted by the City of Covington and codified in Section 33.06 of the Covington Code of Ordinance.

WHEREAS, Covington Code of Ordinances Section 33.06 requires amending to adopt the changes contained within 2023 Senate Bill 101.

NOW THEREFORE,
BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE CITY
OF COVINGTON, KENTON COUNTY, KENTUCKY:

Section 1

Section 33.06 of the Covington Code of Ordinances is amended to read as follows:

§ 33.06 REPAYMENT OF TRAINING COSTS.

All Police and Fire Department appointees, as a condition of their appointment, must agree to reimburse the city for their training expenses if they leave the city within [~~three years~~] **the applicable time period** after their appointment date, **as set forth below**, and become employed by another governmental unit or entity as a member of the same service for which they were trained by the city.

(A) For Police and Fire Department appointments made prior to September 1, 2021, reimbursement will be required according to the following schedule:

- (1) If they remain with the city for more than three years after the date of employment, there shall be no obligation of repayment;
- (2) If they leave the city after the second anniversary date of their employment, but prior to their third year, they shall reimburse the city \$1,500;
- (3) If they leave the city after the first anniversary date of their employment, but prior to their second year, they shall reimburse the city \$3,000; and
- (4) If they leave the city prior to their first anniversary date, they shall reimburse the city \$4,500.

(B) For Police Department appointments made on or after September 1, 2021~~but before June 29, 2023~~, the following **hiring** ~~[training]~~ cost reimbursement provisions shall apply:

(1) Pursuant to KRS 70.290, the city shall require all newly appointed police officers to enter into a contract for reimbursement of ~~[training]~~ **hiring** costs. The contract shall require that if the appointee accepts employment with another law enforcement agency three (3) years from the date of appointee's graduation from the Department of Criminal Justice Training, or other training approved by the Kentucky Law Enforcement Council, that law enforcement agency shall reimburse all of the City of Covington's **hiring** ~~[training costs]~~ **cost**.

(2) The amount of the required reimbursement shall be the maximum amount authorized by KRS 70.290 **for the actual costs incurred and expended by City of Covington in the initial hiring of the peace officer. These costs include, but are not limited to, the application process, training costs, equipment costs, salary and fringe benefits.**

(C) For Police Department appointments made on or after June 29, 2023, the following hiring cost reimbursement provisions shall apply:

(1) Pursuant to KRS 70.290, the city shall require all newly appointed police officers to enter into a contract for reimbursement of training costs. The contract shall require that if the appointee accepts employment with another law enforcement agency within five years from the date of appointee's graduation from the Department of Criminal Justice Training, or other training approved by the Kentucky Law Enforcement Council, that law enforcement agency shall reimburse all of the City of Covington's hiring costs.

(2) The amount of the required reimbursement shall be the maximum amount authorized by KRS 70.290 for the actual costs incurred and expended by City of Covington in the initial hiring of the peace officer. These costs include, but are not limited to, the application process, training costs, equipment costs, salary and fringe benefits.

~~—(C)~~ **(D)** For Fire Department appointments made on or after September 1, 2021, the following training cost reimbursement provisions shall apply:

(1) All newly appointed Fire Department appointees are required to enter into a contract for a period of no longer than three years from the date of graduation of training approved by the city.

(2) The contract shall require that, as a condition to and in consideration of his or her employment with the city, should the appointee leave employment with the city within three years from the date of graduation or withdrawal from fire department appointee onboarding training approved by the city, the appointee shall reimburse the city for the actual costs incurred and expended which are associated with the initial hiring of the appointee, including, but not limited to, the application and selection process, equipment costs, training costs and the actual salary and fringe benefits from

the time of the appointee's initial application until graduation or withdrawal from such training. It is understood that leaving employment with the city shall mean any discontinuance of appointee's employment for any reason.

(D) The employment contracts authorized in this section shall not modify the at-will employment status of City Fire Department and Police Department appointees.

Section 2

That this ordinance shall take effect and be in full force when passed, published and recorded according to law.

MAYOR

ATTEST:

CITY CLERK: _____

Passed: _____ (Second Reading)

_____ (First Reading)